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ABSTRACT

This report describes the third conference on Youth Employment sponsored by the National Collaboration for Youth (NCY) held in Washington, D.C., June 13-14, 1979. An introduction addresses the realities of youth unemployment. NCY goals are then presented. Opening day proceedings summarized include the opening speech; three presentations dealing with the unique role of private voluntary organizations in collaborative efforts to combat youth unemployment; information hour on Comprehensive Employment and Training Act youth programs; two evening session keynote speeches regarding government-business-voluntary organization cooperation and congressional concerns; and a youth caucus which formulated recommendations for youth employment and training programs. These proceedings are summarized for the second day of the conference: presentations of thirteen model exemplary youth employment programs conducted by the NCY Agencies; discussion groups sharing experiences and explorations and a summary of their key recommendations for consideration and action; and the closing presentation and reactions on the future partnership between private voluntary organizations and government. The report concludes with an agenda for action describing NCY responsibilities. Appendixes include digests of the thirteen model programs and a statistical view of youth unemployment. (YLB)

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Youth Employment — the Link to the Future

CE



Conference Report

Sponsored by
The National
Collaboration for Youth
June 13-14, 1979
Washington, D.C.

U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
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**Youth Employment—
The Link to The Future**
Conference Report

U.S. Department of Labor
Ray Marshall, Secretary

Employment and Training
Ernest G. Green
Assistant Secretary for
Employment and Training

Office of Youth Programs
Robert Taggart, Administrator

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National Collaboration for Youth

American Red Cross Youth Services

Big Brothers/Big Sisters of America

Boys' Clubs of America

Boy Scouts of America

Camp Fire, Inc.

4-H Youth Programs

Future Homemakers of America, Inc.

Girls Clubs of America, Inc.

Girl Scouts of the U.S.A.

National Board of YMCAs

National Board, YWCA of the U.S.A.

The National Network

United Neighborhood Centers of America



American
Red Cross



BIG BROTHERS BIG SISTERS OF AMERICA



GIRL SCOUTS



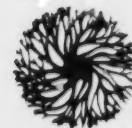
YMCA



SCOUTING/USA



the
national
network



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DEC 30 1980

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United Neighborhood Centers of America

Mr. Walter L. Smart
Executive Director

On June 13 and 14, 1979 the National Collaboration for Youth sponsored its third conference on Youth Employment.

The Conference was called to help assure that the continuing and escalating training and employment needs of youth received more attention and broader plans for action. The vast and complex services needed to provide young people with employment, training and preparation for entry into the adult work force, demands the combined efforts of business, organized labor, government, foundations and not-for-profit organizations.

The Youth Employment Conference, New Links — New Alliances was a response to the need for greater unity in addressing one of society's most pressing problems, youth employment.

At the Conference there were significant opportunities to share program directions, ideas, information and to establish new partnerships. The considerations of youth employment and the implications for the future, identified some key directions for the National Collaboration for Youth.

In the months ahead, we shall strive to strengthen the new linkages and new alliances forged through the work of the Conference, to encourage a priority concern for our nation's youth and to focus increased attention on youth employment and training.

Mrs. Sara-Alyce P. Wright
President, The National Assembly
Executive Director, National Board
YWCA of the U.S.A.

Walter L. Smart
Chairman, National Collaboration
for Youth
Executive Director, United
Neighborhood Centers of America

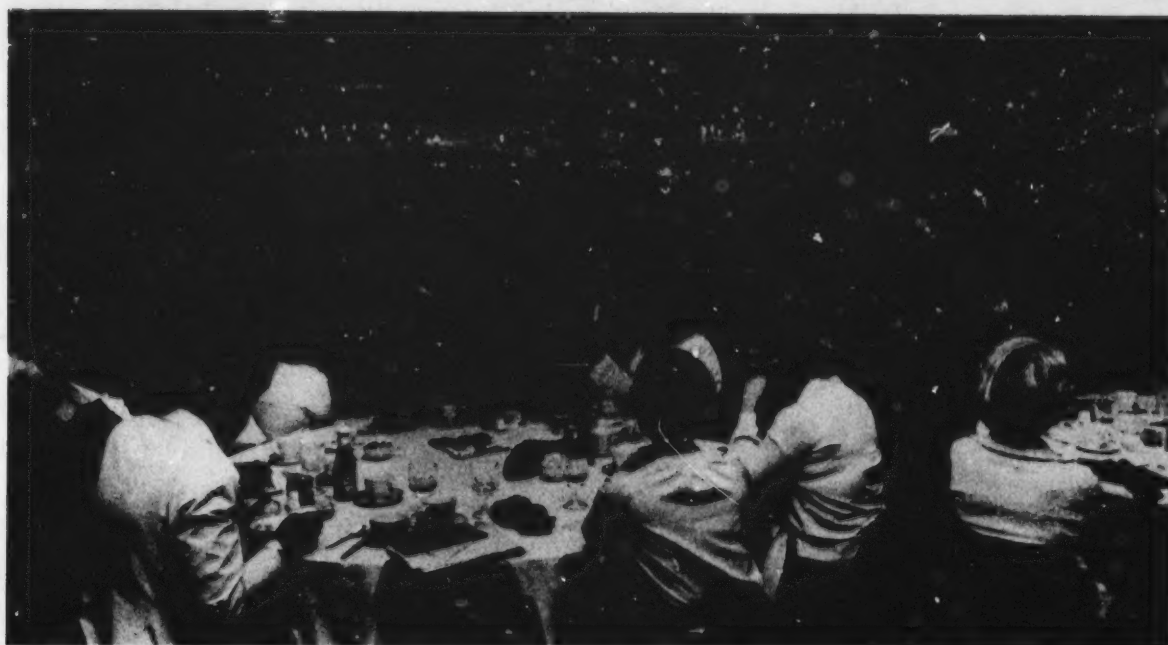


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Youth Employment — The Link to The Future

Conference Report

Washington, D.C.

June 13-14, 1979

Our future lies idle when the youth of our nation are not productively engaged in work and work experience programs. The continuing exclusion of young people from the world of meaningful work is a major cause of youth alienation and delinquency at all social and economic levels. Young people need to develop a sense of competency, a sense of usefulness and a sense that they have a vital stake in the adult world. Central to such understanding is the knowledge that significant and satisfying jobs and work experience are available to them.

The present situation is grave. Youth between the ages of 16 and 19 have an unemployment rate of 15.6 per cent, nearly three times the national rate for all ages. Minority youth, as well as young women, have much higher rates. Even when a young person can find a job it is likely to be in a low-paying, small, non-union firm that lacks training and promotion possibilities for the future. As a result, many young people see work as inevitably demeaning, with no opportunity for personal satisfaction or pride of accomplishment.

The Realities of Youth Unemployment

During the past several decades, unemployment rates for teenagers have ranged from 2.3 to 3.5 times as high as those for the labor force as a whole. During the first quarter of 1979, the ratio of teenage unemployment to the overall labor force was 2.75 to 1.

The employment problems of youth have been aggravated by the rapid increase in the number of teenagers looking for jobs. This increase is due not only to the greater number of individuals in the 16-to-19-year-old age group, but to the even greater percentage of these young people looking for work. Although the number of 16-to-19-year-olds is expected to stabilize and even decline slightly in the near future, this will not alleviate the problem if present trends continue. In 1960, 48 per cent of these teenagers were looking for work; this figure rose to 51 per cent in 1971 and to 58 per cent in 1979.

The principal reason for this rise, however, is the growing number of white teenagers seeking jobs. The number of black teenagers looking for work has remained relatively stable. Nonetheless, the unemployment rate for black youth has steadily risen over the last two decades, and represents the most serious single issue in the matter of youth employment. In 1960, black teenage unemployment was 4.9 times that for the general population. In 1979, this figure had risen to 5.8 times that of the general labor force. During the first quarter of 1979 black youth unemployment averaged 33.2 per cent, the rate for Hispanic youth was cited as 17.8 per cent, while white teenage unemployment was 13.6 per cent.

Unemployment rates for black central-city teenagers, continually the most severe situation, are difficult to calculate accurately. Strict Department of Labor calculations place these rates consistently above 40 per cent. But this figure fails to take into account the thousands of teenagers who have given up in despair and opted out of the labor market altogether. If these youth were included in the calculations, many believe the real rate of unemployment for central-city black youth would be closer to 60 or 70 per cent.

The Conference met with full awareness of the human tragedy underlying these statistics.



Mr. Walter L. Smart, Current Chairman, National Collaboration for Youth, Executive Director, United Neighborhood Centers of America



Dr. Robert Harlan, First Chairman, National Collaboration for Youth, Executive Director, National Council, YMCA

The National Collaboration for Youth was formed in 1973 to develop programs and advocate social policy in response to the needs of 6-18 years olds. All combined, the National Collaboration for Youth membership services reach over 30 million young people with the aid of 5 million volunteers. As a voice for youth, the Collaboration established a set of national goals designed to redirect our nation's resources and to focus on the need for the highest of priorities for youth.

National Youth Goals

1. Giving all youth the opportunity to develop to their fullest potential and providing physically, mentally and socially handicapped and abused children the special support and guidance necessary for their positive development.
2. Providing youth with programs that emphasize the development of skills for living, for participation in a democratic society and a pluralistic world.
3. Insuring youth access to quality health care, with emphasis on prevention and health maintenance.
4. Providing quality education for all youth with alternative forms that provide for individualized learning and flexibility in academic and career options.
5. Providing work experience, paid and unpaid, and employment for all young people, including adequate preparation for transition to the world of work.
6. Placing attention on prevention of juvenile delinquency and drug and alcohol abuse.
7. Encouraging federal, state and local levels of government to develop comprehensive, coordinated programs that meet the developmental needs of youth; including representatives of private voluntary agencies and youth in planning and overseeing the implementation of such programs.

This broad national organization commitment to youth, has, for the last three years, been focused upon the employment and training needs of young people.

One part of this focus has been the Voluntary Youth Serving Agencies Demonstration Project awarded by the U.S. Department of Labor in behalf of the thirteen member organization of the National Collaboration for Youth. Through the project, a nationwide survey of local affiliates was conducted to determine the nature and scope of youth employment programs and services offered. In addition, model innovative youth employment programs were identified and provisions made for sharing the key program elements through the Department of Labor Youth Employment and Demonstration Projects Act (YEDPA).

The Youth Employment Conference — The Link to the Future, a third project component and the subject of this report, points most importantly to the urgency of youth employment and the conviction that the various sectors of society must link forces and efforts to open effectively the world of real work to adolescents. More than 200 representatives of government agencies, educational institutions, industry, labor unions, corporations, foundations, social service agencies and private voluntary

youth-serving organizations attended the Conference. Also prominently represented were young people themselves, speaking out to the adults about their feelings, their needs and their dreams.



Felix Martinez, youth participant, Boys' Club of America

"I know that somehow it's going to work out. I know that I'm going to be a success. There's no doubt in this. Maybe in my future I may be doing something like this, helping other young people that need it. It's just that I have to get somebody to push me. I need some motivation from somebody."

Felix Martinez, youth participant Boys' Club of New York

The Conference agenda included a broad range of speakers from government, labor and industry; in-depth exposure to innovative model programs for career awareness, training and work experience; and a series of four small-group workshops, which allowed the participants to discuss issues and share information with representatives of a variety of voluntary, social service and public agencies.

Underlying this rich exchange of people, expertise and information were three Conference goals:

1. To provide a forum for these leaders to address the full complexity of the issue;
2. To create linkages among the represented groups to develop programs, resources and a broad collaborative strategy to reduce youth unemployment;
3. To heighten awareness of the unique role that private voluntary youth-serving organizations can play in such a collaborative effort.

**The National Collaboration for Youth
Conference**

Youth Employment — A Link To The Future

Washington, D.C.
June 13-14, 1979

Wednesday, June 13, 1979

OPENING SESSION

Presiding:

Dr. Robert Harlan, Executive Director
National Council, YMCA

Presentations:

Mr. Walter L. Smart, Chairman, The National Collaboration for Youth
Executive Director, United Neighborhood Centers of America

Mr. William J. Spring, Associate Director for Employment Policy,
Domestic Policy Staff of The White House

Dr. Daniel Dunham, Deputy Commissioner, Bureau of Occupations and
Adult Education, Office of Education, DHEW

INFORMATION HOUR

Roland Brack and Etta Williams

U.S. Department of Labor

Office of Community Youth Employment Programs

RECEPTION

DINNER

Presiding:

Mrs. Frances Hesselbein, National Executive Director
Girl Scouts of the U.S.A.

Speakers:

Mr. Hubert Tibbetts, President, Thomas J. Lipton, Inc.

Honorable Ted Weiss, Congressman, New York City

YOUTH CAUCUS

Facilitators:

Jo Missler, National Board, YWCA
Washington Office

Larry Brown, National 4-H Council
Washington Office

Opening Session June 13, 1979

The Conference opened on the afternoon of June 13, 1979 with Dr. Robert Harlan, Executive Director, National Council, YMCA and the first Chairman of the National Collaboration for Youth, presiding. As a part of his welcome to the largest youth employment conference sponsored by the National Collaboration for Youth, he described the initiation, the progress and concerns of the thirteen member collaboration.

In setting the direction for the Conference, Dr. Harlan stressed that an important aim of the Conference was to communicate to other groups and organizations the unique role private voluntary organizations can play in collaborative efforts to combat youth unemployment. Because of their strong ties with their communities and the trust they have established with large numbers of young people of all backgrounds, private voluntary agencies serve as a key link to bring young people together with the programs and services designed to help them.

"We've got the capacity, because of our flexibility, to take approaches to this problem that would be harder for larger, massive organizations to do," Dr. Harlan asserted.

Introducing the first of the broad range of Conference speakers, Dr. Harlan recognized their importance as key representatives of government and invited them to offer the gathering an increased understanding of the government role and to open new avenues for public-private linkages and alliances.

Mr. William J. Spring, Associate Director for Employment Policy, Domestic Policy Staff of the White House, the first of the afternoon speakers, picked up Dr. Harlan's theme emphasizing the growing importance of the voluntary agencies. Mr. Spring further stressed a second Conference theme: the importance of a broad-based collaborative effort linking the resources of the many public and private groups and organizations attending the Conference. He discussed the growing government efforts to reduce the level of youth unemployment and emphasized the need to draw all sectors of society into this initiative.

In this regard, he reported, President Carter has asked Vice President Mondale to head a Task Force on Youth Employment, composed of representatives of business, labor, education, social services and voluntary organizations. This Task Force will conduct a review of youth employment programs and recommend directions for new policy initiatives.

Voluntary agencies have a key role to play, Mr. Spring stressed. "I know how successful you have been in penetrating the consciousness of the private sector," he declared. "The private sector, in terms of business executives, community leadership people who are in fact voters and decision makers, these people contribute time and money through you, so they have bought a piece of the action."

"We need to have you participating in the Vice President's Task Force because we need to reach out to a much wider audience than we have thus far."

Dr. Daniel Dunham, Deputy Commissioner, Bureau of Occupational and Adult Education, Office of Education, Department of Health, Education and Welfare, addressed the assembly as the second speaker of the session. Dr. Dunham set forth a third major theme of the Conference, that the issue of youth employment is extremely complex, involving many sectors of the society, and cannot be solved simply by locating more jobs. Many young people need a variety of support services to make the transition from school to work, or from the streets to work. Many need remedial training, exposure to work standards, or guidance and counseling to build the motivations and self-confidence necessary to seek and hold a job. The problem must be addressed in its fullest context, as "a whole piece of cloth," Dr. Dunham declared.

Providing an overview of the federal resources in education, Dr. Dunham stressed the role of vocational education to aid young people. "We need to strengthen the vocational guidance system," he told the Conference, "and I suggest that must be one of your priority issues. How you influence the improvement of the pupil personnel services system in the communities where you live may very well be the bottom line on whether or not people get to the right job through the right career choice."

Stressing the need for public-private collaboration in addressing the full complexity of the issue, Dr. Dunham pointed out five areas where he felt the private voluntary sector could provide the greatest impact in conjunction with government initiatives:

- developing and supporting innovative approaches to cooperative work experience opportunities;
- providing critical support in the form of guidance and counseling;
- aiding in job placement;
- linking retraining activities to counseling and intake centers;
- tying local and neighborhood efforts to vocational education services.

In closing the first Conference session, Mr. Walter L. Smart, Executive Director of United Neighborhood Centers of America and current chairman of the National Collaboration for Youth, reiterated the Conference themes as he declared, "We hope that this Conference will serve as a forum for presenting information about model youth programs and innovative approaches, and that it will provide for an exchange of ideas and information among the local and national participants and facilitate linking the experience of the voluntary youth serving agencies to the resources of both the public and private business sector."

Extending the charge to the conferees, Mr. Smart pointed to the National Youth Goals established by the National Collaboration for Youth, which were made available to each participant in the Conference folders. These seven goals are directed toward the improvement of youth development and, as such, reflect the full range of supports needed to assure positive growth opportunities for all youth. All the goals collectively support youth employment, and one goal addresses the issue specifically:

"Providing work experience, paid and unpaid, and employment for all young people, including adequate preparation for transition to the world of work."

Mr. Smart expressed the hope that the Conference accomplishments would contribute toward the realization of the larger goals of the National Collaboration for Youth.

Information Hour CETA Youth Programs

A time was set aside for conferees to obtain firsthand information about the youth employment programs of the Department of Labor. Two representatives of the U.S. Department of Labor, Office of Community Youth Employment Programs, Ms. Etta Williams and Mr. Roland Brack, supplied information and responses to approximately 40 concerned conferees.

The Department of Labor representatives provided an overview of the Office of Youth Programs as a prelude to a question and answer period. In addition, recent Department of Labor publications and informationals were distributed.

Questions from the conferees principally concerned obtaining local funding and guidelines related to the participation of private agencies and organizations. Some conferees expressed difficulty in obtaining funding information or real opportunities to plan or submit proposals. For the most part, the queries were positive and were directed toward changes in guidelines and improvements in communication that would enhance programs, planning and implementation.

For those with few opportunities to meet and talk with Department of Labor representatives, the Information Hour offered an opportunity. For some, it was a time to share problems and concerns and possibly find solutions.



Mrs. Frances Hesselbein, National Executive Director, Girl Scouts of the U.S.A.

Evening Session

Mrs. Frances Hesselbein, National Executive Director, Girl Scouts of the USA, presided over the evening session which featured the keynote speakers: Mr. Hubert Tibbetts, President of Thomas J. Lipton, Inc., and the Honorable Theodore Weiss, Congressman, New York City.

Mr. Tibbetts, whose speech, "Bases for Hope," evoked a standing ovation, serves as a board member of the Boys' Clubs of America and as Chairman of its Youth Employment Survey Committee. In his address, marked by a deep personal commitment to youth, Mr. Tibbetts pressed for further understanding of the motivational needs of young people, their sense of pride and for appropriate programs to develop and nurture aspirations and values. He urged a comprehensive approach to those issues and declared that the resources for such an approach are available now.

"We have so many who are willing to help," he said. "It seems to include government, business and all the many social and service organizations such as those represented at this Conference. On top of that, money seems to be available."

"The question seems to be what to do and how to do it, and I know that is why you are here. The answer, of course, must lie in one or more cohesive programs that can bring into effective focus the strengths and the skills of all these interested parties."



Mr. Hubert Tibbetts, President, Thomas J. Lipton, Inc.

In his closing statement, Mr. Tibbetts summarized the theme of his address:

"We know that Government has a sincere interest in providing the funds and proper direction for such a program. We know the business community is involved and wants to help, and we know that our free enterprise system, under which a young person can rise as high as his abilities and efforts will take him, is the best the world has to offer. These are real bases for our hope."



Honorable Ted Weiss, Congressman, New York City

The Honorable Theodore Weiss, Congressman, New York City, brought a strong sense of reality to the final hour of the evening session as he outlined the congressional deliberations then in progress which included the defeat of an amendment transferring CETA Titles II, III and IV from the Department of Labor. In his address, the Congressman relayed the deep concern of the Congress for the grave national implications of youth unemployment. As a member of the House Education and Labor Committee and its Subcommittee on Employment Opportunities, Congressman Weiss identified the scope of the problem confronting the legislature in its efforts to reduce the mounting level of youth unemployment.

"The projection is that things are so bad," he said, "that even if we were to move into full employment where almost anyone who wanted to work could do so, the disorientation, dislocation and lack of skills caused by the present situation would leave perhaps 400,000 to 500,000 young people still unable to be employed. So we have a long way to go in trying to correct what is obviously a devastating experience—for the individual, for the community and for the nation at large. It's not just a personal crisis. It is a national crisis."

In urging even further efforts by the voluntary youth-serving organizations, Congressman Weiss pointed to the responsibilities of all sectors to join in providing employment and training opportunities for youth. To encourage greater efforts and participation by all sectors of the economy, he briefly described his plans to introduce legislation that would expand the tax-credit incentive program to include the hiring of disadvantaged in-school youth as well as a bill to reduce the discrepancies between the rates of minority and white youth employment in all geographic areas.

In closing, Congressman Weiss voiced the hope that the National Collaboration for Youth would continue in its efforts to focus attention on the substance and the issue of youth employment and that Congress would be considered as a partner in these endeavors.

Mrs. Frances Hesselbein ended the opening day of the Conference, expressing the gratitude of the voluntary sector for the interest and support of Mr. Tibbetts and Congressman Weiss. "We are indeed fortunate," she stated, "to have a representative of the corporate sector and a member of the legislative arm of our government share their time and their deep convictions with us."

Youth Caucus

Approximately forty-five young people attended all or part of the Conference. As contributors to discussions or as observers, the presence of the youth was felt.

To make sure that the thoughts and suggestions of the young men and women were heard, a Youth Caucus was planned.

The facilitators, Jo Missler, National Board, YWCA, Washington Office, and Larry Brown, National 4-H Council, Washington Office, led a group of fifteen youth in a discussion of their perceptions of employment and training programs and their recommendations to those offering employment and training programs.

"The chance to talk it out really helped," stated Cheryl Ann Muffley, a resource panelist from 4-H Youth Programs. Other panelists echoed the thought, explaining that their role as resource panelists had been much easier as a result of the caucus.

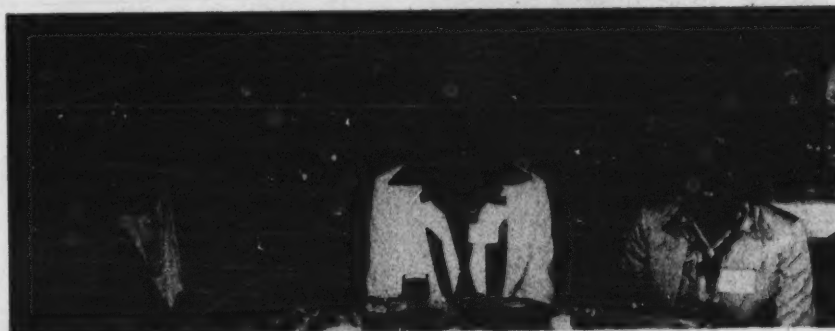
Other youth welcomed the opportunity to have a forum for their thoughts and ideas. "Thanks," said one young man. "I learned a lot and I never thought I'd have so much to say."

Youth Caucus Recommendations

Youth employment and training programs should:

- serve all youth between the ages of 14-21.
- treat employment as a learning *experience* that is *paid* or provides school *credits* for volunteer experience.
- include opportunities for youth to *test different careers*.
- offer *skill training* that can be used in the future.
- provide opportunities for upward *mobility*.
- provide opportunities for youth to develop *self-confidence* and *pride*.
- motivate youth.
- provide adult support and *positive reinforcement* to youth employees.
- provide *pre-employment* training and counseling.
- provide opportunities for youth to *visit and observe* people at work and to find out how they got their *career/job start*.
- help youth to identify *options* and learn to make *decisions*.
- assist youth in developing *sound work habits and attitudes*.

It is to be noted that the emphases are those of the youth caucus, illustrating the sincerity and depth of their discussions and deliberations.



Thursday, June 14, 1979

MODEL PROGRAM SHOWCASES

Presentations of Thirteen Programs

DISCUSSION GROUPS New Links – New Alliances

Four separate discussion groups, with a Resource Panel and a Facilitator

CLOSING PROGRAM

Presiding

Mrs. Sara-Alyce P. Wright, Executive Director
National Board, YWCA of the U.S.A.;
President, The National Assembly of National
Voluntary Health & Social Welfare Organizations, Inc.

Discussion Group Reports

A View of the Future

Speaker:

Dr. Robert Taggart, Administrator
Office of Youth Programs
U.S. Department of Labor

Reactors:

Mr. Alfred P. Love, Assistant Director
AFL-CIO Human Resources Development Institute
Dr. Edith B. Phelps, National Executive Director
Girls Clubs of America

Moderator:

Mr. Charles T. Williams, Corporate Vice President
Schenley Affiliated Brands

ADJOURNMENT

Mr. Walter L. Smart, Chairman
The National Collaboration for Youth

Model Program Showcases

Thirteen model exemplary youth employment programs, conducted by the National Collaboration for Youth Agencies, participating in the Voluntary Serving Agencies Demonstration Project, were presented at the Conference. Digests of these model programs are included in Appendix C.

The presentations were made in four separate group sessions. Each model program was selected to illustrate and share the variety of services offered by voluntary youth serving agencies, the range of linkages between the public and private sectors, the creative involvement of volunteers and community resources and the accomplishments of the programs.

The thirteen models serve 283,000 young people, requiring funding as great as \$275,000 for the nationwide dissemination of the Girl Scouts' project "From Dreams to Reality," to a modest \$2,886 for the programs conducted by volunteers of the Mankato YWCA. The models also exhibit extensive and imaginative linkages with the education community, the business sector, organized labor, federal and state employment administrations and a host of community groups, agencies, organizations and leaders.

These career awareness, job training and preparation programs have resulted in keeping young people in school, in providing skills and experience to make them more employable, and often in placing them in permanent wage-earning jobs where their contribution to society is valued at hundreds of thousands of dollars. The proven effectiveness of these programs and their ability to be replicated made the model program presentations an important contribution.

Career awareness and career education programs

The Girl Scouts of the USA has created a non-sex-stereotyped, career education program for girls aged 12 to 17, called "From Dreams to Reality." The program encourages girls to examine their career-related values, interests and abilities; explore a wide variety of careers in non-traditional as well as customary fields for

women; strengthen their self-confidence; learn problem-solving and decision-making skills and explore careers in their communities. The materials are available to any interested organization, and include guides to help adult leaders formulate issues surrounding careers for women, obtain speakers, arrange work-site visits and actual work.

The Birmingham Area Council of **Camp Fire** conducts a career education program in conjunction with both inner-city and suburban high schools. A career planning survey plus field trips help students make career decisions and set up career and educational plans compatible with those decisions. The program links schools with a wide range of community resources and has helped broaden school curricula to meet the needs of individual students.

The YWCA Career Awareness Program in Mankato, Minnesota, sponsors an annual Career Awareness Fair for female high school sophomores. The Fair includes workshops conducted by women from diverse professions in the community. Professionals in specific career areas of interest are recruited as volunteer consultants for follow-up sessions during the year. The program draws on the resources of the University of Mankato and links the high schools with community and professional organizations and individuals.

Pre-employment training programs

The 4-H Oakland County Pre-employment Training Program in Pontiac, Michigan, hires disadvantaged older youth, aged 18 to 21, as 4-H program organizers in their own communities. As part of their job commitment, these young people attend workshops on money management and skills training sponsored by the Manufacturers' National Bank of Detroit and other business firms in the area. The program draws on funds from the Department of Labor and links with the Michigan Employment Security Commission and the business community of Oakland County.

The JIFFY (Jobs In The Future For You) program of the **Girls Club** of Memphis, Tennessee, assists minority, low-income girls, 15 to 19 years old, to become employable. It supplements the skills training of the classroom by introducing the participants to actual work, and provides a support system of counseling and referral to prevent dropouts. The program involves the efforts of the State Department of Employment Security, CETA, employers, schools and social agencies, and mental health and social service centers. High school credit is given for participation in this program.

The YMCA Youth Employment Training Program, in Norfolk, Virginia, organizes school youth between ages 14 and 19 into Community Improvement Teams to identify and carry out community projects prior to assuming part-time employment. In addition, the young people participate in sessions to develop personal growth and leadership skills. Fifty per cent of the participants have secured unsubsidized employment after completing the program. All of the youth remained in school. The program brings together the schools with the business community and the United Way Youth Consortium.

The **Future Homemakers of America** sponsors a Student-Run Modeling Company in Washington, D.C. High school students, ages 16 and 17, study the history of fashion, accessory selection, color and design, fashion scripting and stage management. Marketing and public relations skills are also learned as the students promote the company and model for community, civic, religious, social and business groups. The program links the education system with a broad range of community leaders.

The 4-H project, Students Incorporated, in Las Cruces, New Mexico, is a private, not-for-profit corporation designed to employ youth aged 14 years and older in odd jobs such as lawn care, baby sitting, car wash, etc. The program is conducted like a business and time sheets are maintained and performance evaluated. The program permits young people to acquire work experience and an employment record and to gain experience in business management. The enterprise requires the cooperation and support of community leaders.

Job counseling and placement programs

The Housing Repair and Training program of the **United Neighborhood Center** in Cleveland, Ohio, prepares youth between 16 and 19 years of age for work assignments in housing repair. Teams of young people, including a youth crew chief, work under a skilled craftsman in the repair of the houses of eligible elderly, disabled or single-parent homeowners. The program requires the involvement of the craft unions, the Ohio Bureau of Employment Services and the Manpower Supportive Services Program.

The YMCA Youth Work Experience Program in Kingston, New York, provides work experience for high school dropouts and potential dropouts, and afterwards assists them in obtaining regular unsubsidized employment. The aim is to help the young people develop occupational skills and good work habits and to encourage them to finish their schooling. The program requires the joint efforts of the schools, social agencies, local employment services and the probation department.

The Red Cross's Project New Pride, Inc., in Denver, Colorado, provides to youth with delinquent and truant histories an extensive package of education, training, counseling and placement in jobs or schools. A construction program available to interested youth, teaches construction skills, including carpentry, plumbing, electricity, etc., under the supervision of union professionals. The program is based on the cooperation of the Denver Employment and Training Administration, organized labor, and the Denver Juvenile Justice Agencies.

The Chicago Boys' Club's Graphic Arts Project combines guidance and counseling with job training and placement in the graphic arts industry. Training is intensive and short-term, allowing unemployed young people to get a job quickly in a field with abundant opportunities for advancement. About 70 per cent of the participants who have obtained jobs are still employed in the industry. The nine-year-old program is the result of collaboration among the graphic arts industry, unions, community service centers and public and voluntary social agencies.

The YWCA Youth Employment Service (YES) in Fullerton, California, assists youth between ages 14 and 22 in securing full and part time jobs. The program is aided by the State Employment Development Department, which places a state employee part time in the YES office and provides access to the State Employment Job Bank machines. The aim of the program is to encourage teenagers to complete their education while working to support themselves. YES is a collaborative effort of the North Orange County Employment Development Department, the county school system and community leaders and volunteers.

Discussion Groups New Links—New Alliances

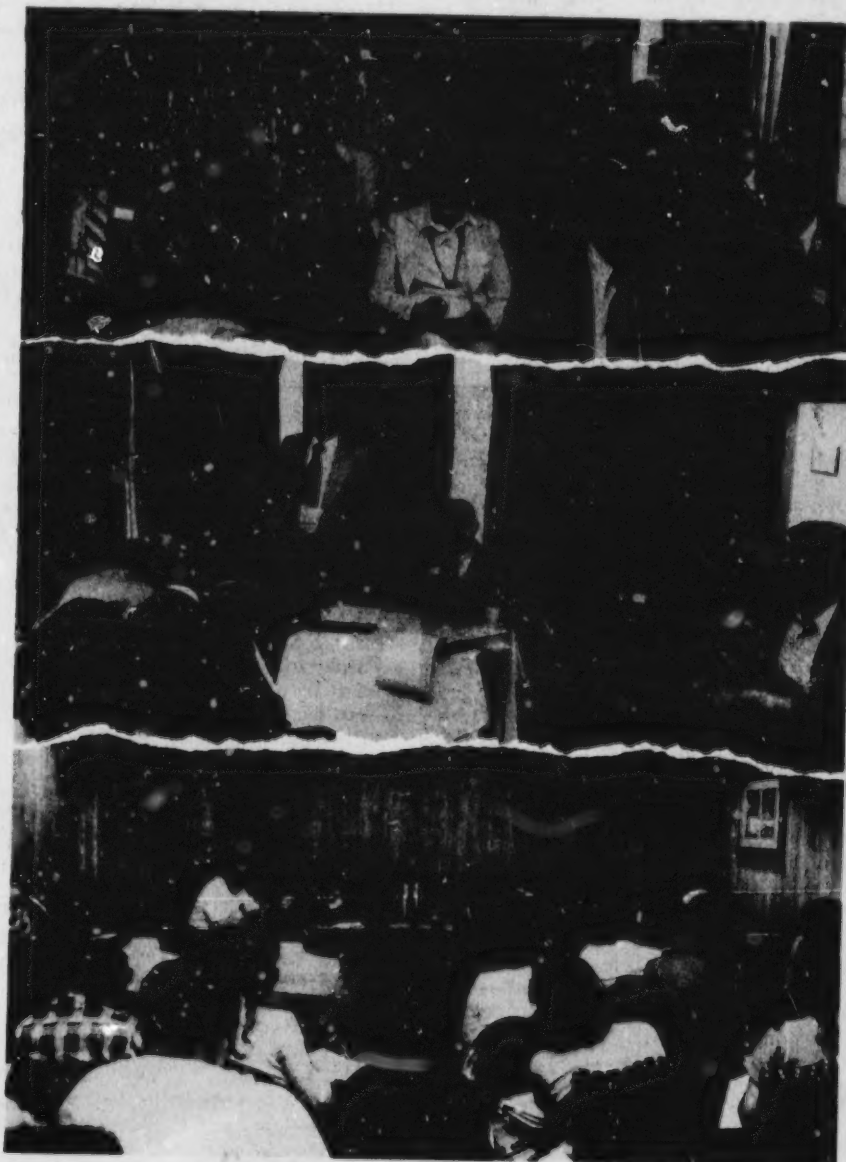
A second small-group opportunity followed the presentations of the model programs.

In each of four conference rooms, a resource panel of four, aided by a facilitator, shared experiences and explorations with an average group of fifty conferees. The total resource panel of sixteen persons represented government, organized labor, education, foundations, business and a variety of not-for-profit private agencies and

organizations. The final complement of panelists included four young people.

Panelists were asked to describe their involvement in youth employment and to give their thoughts and suggestions about the linkages and alliances that would be beneficial to them and to the voluntary sector. The earlier model program presentations provided a framework of knowledge about the efforts and resources of the voluntary youth serving agencies.

The youth panelist members were requested to describe their experiences as participants in a youth employment pro-



gram, the features and/or additions that were most beneficial or most needed for a profitable experience and finally, some general thoughts about the problems encountered by young people in their employment and training activities.

The four groups, each having a member of the National Collaboration for Youth as group facilitator, completed the morning program and reported conclusions and recommendations to the entire Conference as a part of the Conference closing.

A summary of the report as presented by each facilitator follows:

William R. Bricker, National Executive Director, Boys Clubs of America

Resource Panel

Milton Bins

Senior Associate

The Council of Great City Schools

RoseMary Covington

Manager of Urban Programs

Ralston Purina Co.

David Duke

Coordinator, Inner City Youth
Serving Agencies

Calvin Scott

4-H Youth Programs



Mr. William R. Bricker, National Executive Director, Boys' Club of America

Dr. Milton Bins, Senior Associate of the Council of Great City Schools, described the efforts of his organization, which works with the twenty-eight largest city school districts. Dr. Bins stressed that there is a great need for more cooperation among social service organizations. He felt the voluntary sector could help schools interpret the problems in their communities and the problems that are thrust

upon them by legislative initiatives. He stressed that the schools would like to get back to the business of basic education and would welcome assistance from private voluntary and social service agencies in the socialization aspects of education.

Most important, Dr. Bins suggested a "summit meeting" of national youth serving organizations with the twenty-eight major school district representatives in his Council "to see how we can mobilize our collective energy and strength to reach young people."

RoseMary Covington, of Ralston Purina Co., described her company's "nontraditional" program of youth employment.

David Duke, coordinator of Inner City Youth Serving Agencies in Milwaukee reported on ten years of cooperation and collaboration based on the key elements of trust and sharing among agency leaders. He said a "synergistic effect" has resulted in maximum interagency cooperation on youth employment strategies.

Calvin Scott, a 17-year-old participant in a 4-H youth program, helped the group realize the truth of William R. Bricker's observation that "young people don't care how much we know; young people want to know how much we care."

Mildred Reel, Executive Director, Future Homemakers of America:

Resource Panelists

Michael Belin, Executive
Vice Pres. for Operations
Corporation for Public/
Private Ventures

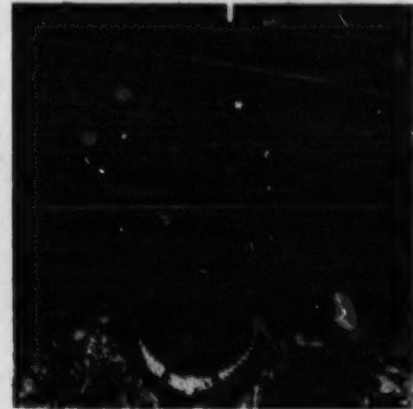
Sally Brower
Project Coordinator
Conserva, Incorporated

Howard Melton
Director
Jefferson County Manpower
Alabama

Cheryl Ann Muffley
4-H Youth Programs

Members of this group were concerned that government funding and programs are not necessarily designed for the voluntary sector. They stressed that it is important to make clear to the public and to government agencies that voluntary organizations are private organizations, even though they are oriented to public service.

Howard Melton, Director of the CETA program in Jefferson County, Alabama, stated that CETA funds are intended to strengthen unique resources within the voluntary sector and to develop needed programs, not to usurp an organization's general financial base.



Ms. Mildred Reel, Executive Director, Future Homemakers of America

Other members of this group stressed that youth need positive role models relating to work, especially in developing attitudes and learning skills; that demonstration programs need more than a two-year period allotted by legislation; and that coordination and information-sharing at all levels is needed—with sharing and cooperation at local levels the hardest to implement.

Voluntary agencies at the local level should make a special effort to present a unified position on youth employment objectives in order to gather the maximum in resources and support. They should also help interpret the debate over the impact of the minimum wage on youth employment possibilities.

Victor T. Ehre, National Executive Board, Boy Scouts of America:

Resource Panelists

Cosme Barcelo
Director, Hispanic
Youth Employment Project
National Council of La Raza

D. Susan Wisely
Senior Evaluator
Community Development Division
The Lilly Endowment

Roland Brack
Program Officer,
U.S. Department of Labor
Office of Youth Programs
Employment and Training

Felix Martinez
Boys' Clubs of America



Mr. Victor T. Ehre, National Executive Board,
Boy Scouts of America

D. Susan Wisely, of the Lilly Endowment described the foundation's procedures in evaluating and supporting youth employment programs in its home community of Indianapolis, as well as in supporting national demonstration efforts that can be utilized in other localities.

Cosme Barcelo, of the National Council of La Raza talked about the community-based network of Hispanic organizations across the country that is collaborating on youth employment programs and training targeted toward Hispanic youth.

Roland Brack, of the Department of Labor's Office of Youth Programs described the major functions of his office as research on legislative efforts, contacts

with public interest groups and contacts with national voluntary organizations.

Felix Martinez, a high school dropout member of the Boys' Club of New York, was highly critical of "make-work" projects that provide pay without meaningful activity or training. "I've seen directors, people who are my employers for the summertime, not know what to have me do for the summertime. So all I did was hang out for the whole day, and it was a whole waste," he said.

Since attending the conference, Mr. Martinez has decided to return to school, and credits his participation in the conference proceedings with helping him make this decision.



Dr. Roberta van der Voort, National Executive Director, Camp Fire, Inc.

Dr. Roberta van der Voort, National Executive Director, Camp Fire:

Resource Panelists

Maudine R. Cooper
Assistance Vice President
for Public Policy
National Urban League

James O'Connell
Minority Counsel
Senate Subcommittee on
Employment, Poverty
and Migratory Labor

Wayne L. Owens
Executive Director
Education to Work Council

Elizabeth Thurman
Girls Club of Memphis

Maudine R. Cooper, Assistant Vice President for Public Policy of the National Urban League, presented a review of Urban League programs.

James O'Connell, Minority Counsel to the Senate Subcommittee on Employment, Poverty and Migratory Labor, analyzed the major causes of youth unemployment as the general economic slowdown, geographic inequities and the lack among youth of the technical and cognitive skills needed to enter the labor force.

Some of the panelists



In addressing the perspective of the business sector, Wayne L. Owens, on special assignment from his post as Manager of Community Affairs, General Electric to direct the Education to Work Council in Philadelphia, pointed out that voluntary organizations don't always do their homework when approaching business for help. He suggested three things to remember when approaching business: 1. Realize that all businesses are not the same. 2. Understand the company and its marketing posture before you approach them. Many companies (and not just public utilities) have a legitimate interest in serving larger consumer needs. 3. Consider the appropriate timing.

Elizabeth Thurman, a young participant in the Girls Club of Memphis program JIFFY, described her involvement and emphasized the importance of self-confidence, self awareness and goals for young people.

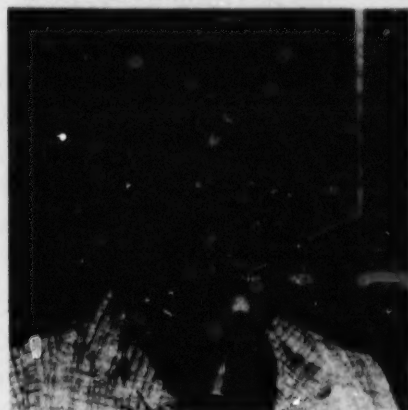
Miss Thurman is now in college and attributes her success to her Girls Club experience.

Other points discussed in this group included:

- Career awareness programs should be available for younger age groups.
- Work experience opportunities are essential, but they must be real work and not make-work.
- Internships and work with schools should be expanded.
- Public policy related to unemployment, especially the question of the minimum wage, should be examined more fully.
- Existing pipelines of information and expertise should be better publicized.
- National collaborative effort is essential.

Dr. van der Voort stressed the importance of private voluntary organizations providing an innovative and creative showcase of approaches to youth employment, "because we are a prime linkage that works with young people and understands them."

The closing session, with Mrs. Sara-Alyce Wright, Executive Director, National Board, YWCA of the USA and President, The National Assembly of Voluntary Health and Social Welfare Organizations, Inc., presiding, began immediately following the luncheon.



Mrs. Sara-Alyce Wright, Executive Director, National Board, YWCA of the U.S.A., President, The National Assembly

Mrs. Wright called upon each of the four discussion group facilitators, William R. Bricker, National Executive Boys' Clubs of America; Victor T. Ehre, National Board, Boy Scouts of America; Roberta van der Voort, National Executive Director, Camp Fire; and Mildred Reel, Executive Director, Future Homemakers of America, to describe the discussions and the key conclusions and recommendations.

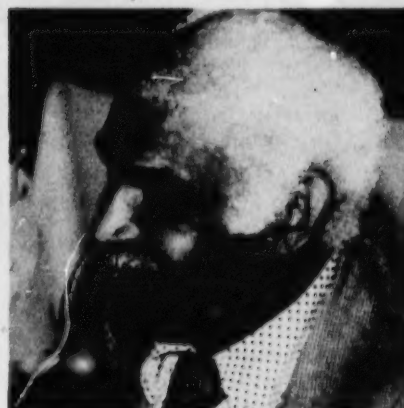
Summary of Key Recommendations for Consideration and Action by the National Collaboration for Youth

- Coordinate and share program efforts at the local level with a unified position regarding goals and capacities.
- Assist government funding policies to become better coordinated and acquire a stability of focus.
- Urge government funding policies to provide adequate time for effective program planning and implementation.
- Secure greater participation by the business community through improved promotion of the incentive programs.
- Examine further the issue of the minimum wage for youth and the consideration of a special minimum wage.
- Start Career Awareness Programs at early ages.
- Use local linkages to obtain comprehensive program services and to maximize entry into minority communities.
- Promote and encourage a greater exchange between the private sector and the legislature to help assure accurate feedback about programs.

At the conclusion of the discussion group reports, Mrs. Wright pointed to the body of knowledge and experience shared through the day's sessions. "Of special importance," she stated, "were the contributions of the youth who brought reality to the challenge of youth unemployment through their presence and involvement."

A View of The Future

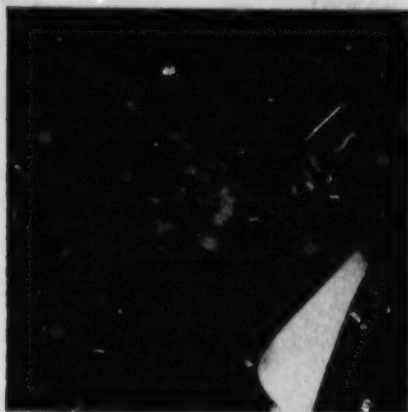
Mrs. Wright then introduced Mr. Charles T. Williams, Corporate Vice President, Schenley Affiliated Brands and President, United Neighborhood Centers of America, who moderated the closing presentation of Dr. Robert Taggart, Administrator, Office of Youth Program, U.S. Department of Labor and the responses of the Reactors, Mr. Alfred P. Love, Assistant Director, AFL-CIO Human Resources Development Institute and Dr. Edith B. Phelps, National Executive Director, Girl's Clubs of America.



Mr. Charles T. Williams, Corporate Vice President, Schenley Affiliated Brands, President United Neighborhood Centers of America

Dr. Taggart, addressing a view of the future, emphasized the major Conference themes and set the stage for potential new partnerships. "It is time to avoid the solitary focus on employment," he declared. "Employment is not possible without education, without positive attitudes and without motivation. We need full human resource development. The problem is broader than jobs alone."

In reviewing the employment and training needs of young people and the effectiveness of the CETA program delivery system, Dr. Taggart outlined the progress of the Labor Department program. The future, as he saw it, must include expansion of services and integration into those services of job and career awareness, motivation, job placement, follow-up, counseling and peer support.



Dr. Robert Taggart, Administrator, Office of Youth Program, U.S. Department of Labor

Dr. Taggart emphasized that the community base of private voluntary organizations makes them a critical resource in linking government initiatives with a broad range of social and educational services. He extended a strong invitation to the voluntary sector to use CETA resources and to demonstrate their vast capabilities in supportive services and the holistic approach.

"Recently we have been shifting focus from public sector delivery services to community and neighborhood-based groups," he pointed out, "so there is now more money than there has been before for neighborhood and community-based delivery."

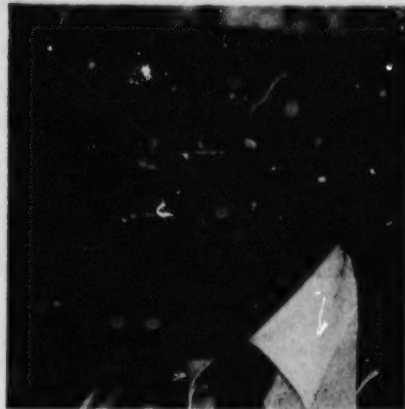
Dr. Taggart urged the National Collaboration for Youth to further its effort for consistency in youth policies and to lend its assistance in the development of those policies and directions. "We must break down that rhetorical simplistic wall between the government and private sectors," he said.

Mr. Alfred P. Love, responding to Dr. Taggart's presentation from the perspective of organized labor, cited the promise of the CETA program in alleviating escalating youth unemployment. "The problems of youth unemployment," he stated, "are equal to adult unemployment. Unemployed teenagers rapidly become unemployed adults."

Mr. Love described his organization's efforts through the Vocational Exploration program to prepare young people for the realities of the world of work. He emphasized the need to introduce work skills and good work habits at an early age to equip young people, and suggested that the apprenticeship concept be extended to a variety of career and job opportunities.

Stressing the need to strengthen linkages with labor, he told the Conference, "The labor movement can play a critical role in the development of an employable work force. We are a vast resource of people with ideas and talents that should be drawn upon in any attempt to realistically confront the needs of the nation's young workers."

In closing, Mr. Love reminded the audience once again that the future adult work force will represent our joint preparation and training of the youth of today.



Mr. Alfred P. Love, Assistant Director, AFL-CIO Human Resources Development Institute

The final reactor, Dr. Edith B. Phelps, acknowledged the invitation extended by Robert Taggart for an active National Collaboration for Youth role in the development of youth employment policy and the delivery of program services.

"We have lacked the sophistication to break through a system we thought was closed to us," she said. "We have a responsibility to educate ourselves and to call upon the untapped resources to support us in our efforts."

In looking toward the future, Dr. Phelps urged that national and local agencies aggressively promote an awareness of unemployed youth as a community problem, requiring full community support. "Priorities," she stated, "must be established in relationship to realities. We know the statistics; we know the problem." In citing some of the known realities, Dr. Phelps reminded the conferees that among the many segments of youth for whom agencies must assume more responsibility are girls and young women, whose population is too often invisible and whose needs are perceived less seriously.



Dr. Edith B. Phelps, National Executive Director, Girls' Clubs of America

Dr. Phelps, as National Executive Director, Girls Clubs of America and a past chairman of the National Collaboration for Youth, spoke with knowing conviction of the separate and distinct assets of the National Collaboration for Youth member organizations, the collective experience and strength they represent and their commitment to an active role in the full spectrum of youth employment services and policies.

"This Conference," Dr. Phelps concluded, "is a strong reaffirmation of our potential to deliver and to know that we can make our presence felt."

In the farewell to the participants and conferees, Mr. Walter L. Smart, chairman of the National Collaboration for Youth, thanked all for their contributions toward achieving the conference goals. "We have," he stated, "shared programs, information and ideas. We have been inspired and challenged, and finally, the work of these two days, has outlined the directions and objective for the future — our agenda for action."

Directions and Objectives for Voluntary Youth Organizations

An Agenda for Action

Throughout the plenary sessions of the Conference, the major speakers addressed three central themes: The complexity of the problem requiring a holistic approach; the need for collaborative strategies involving the public, private and voluntary sectors; and the special role in the private voluntary youth-serving organizations in facilitating such collaboration.

Individually and collectively, the themes supported the pressing need for new linkages and new alliances to make the most effective progress in youth employment and training. The speakers — representing the executive, legislative and operational arms of government, business, organized labor, and the not-for-profit sector — were a unified force in the call for a pronounced activist role for the National Collaboration for Youth in youth employment.

In addition, the small-group sessions provided forums for the expression of ideas, suggestions, concerns and questions regarding the roles and functions of the voluntary agencies in youth employment and training. It is recognized that private voluntary youth-serving organizations have changed dramatically from a previous era of narrowly focused and small-scale private charities. Local agencies now actively engage the total community in support and delivery systems for a wide range of social services, activities and programs that reflect the needs of their communities and constituencies. This expanded capacity places these organizations in a central position to aid the development of a national collaborative strategy for youth employment and suggests several key objectives essential to such a leadership role. The key conclusions and recommendations of these sessions (summarized earlier in this report) represent a massive charge for National Collaboration for Youth consideration and action.

In assessing the essence of the Conference proceedings and the guidance and directions stemming from it, a clear call for National Collaboration for Youth leadership and a discernable series of responsibilities emerge:

To Speak Out as a Voice for Youth

Voluntary youth organizations must help communicate the urgency of supporting

youth employment services in the difficult days of belt-tightening and economic hardship. By providing voluntary energy and resources to meet community needs, these agencies also heighten community awareness and marshal a broad consensus for solving problems. When necessary, this strength should be exerted to affect policy making and legislation, at all levels of government, that bear directly or indirectly on the welfare of youth.

Dr. Edith B. Phelps, National Executive Director, Girls Clubs of America, put the challenge forcefully in her address to the conference participants: "Either our organizations are going to be a social force or they are going to be Victorian relics. We simply have to choose. We must find ways to deal at a level of advocacy or we will find very quickly that there is no service level functioning at all."

To Provide a Trusted Link Between Youth and the Services They Need

Voluntary youth organizations involve young people from all income levels, races, ethnic groups and educational backgrounds. Young people have learned to trust them and to participate in their programs. They know that these organizations exist to help them and have demonstrated that they can and do care. Because private voluntary organizations have developed community outreach and established trust with young people, they can help government and other services reach out and find young people in need of help. Conversely, they can also help young people who are reaching out to identify and find the appropriate services.

To Design and Deliver Innovative Programs

Because private voluntary organizations work directly with young people in communities across the nation, they are in a unique position to understand their problems and needs. These insights can be communicated to government, foundations, schools and professional agencies to improve on the design and delivery of youth employment resources for the maximum benefit of young people.

In addition, private voluntary agencies can implement these innovative programs and services in the context of a comfortable and familiar community setting with caring adults and supportive peer relationships. As Robert Taggart declared, "In CETA we have learned one lesson at least. It is that young people, particularly economically disadvantaged young people, must have peer models. They need a setting in which

they can perform. Training won't work, work experience won't have any effect, unless that setting is provided." The effectiveness with which the voluntary agencies provide this needed dimension is exemplified in the model programs presented at the conference.

To Legitimize and Sustain Innovative Programs within the Community

The voluntary initiative provides an important mechanism that acts to legitimize and authenticate sustained community interest in and concern with issues such as delinquency prevention, mainstreaming handicapped young people, child care, as well as career exploration and job training and placement. Where new programs and services are developed by local voluntary organizations, there is greater likelihood that the program will be continued because the effort has been accepted and supported by the community from the outset.

"In terms of permanent effectiveness," Dr. Phelps told the conference, "voluntary organizations can mainstream and give the support and coping skills that are going to make the difference in terms of the government sector, the corporate sector, or the ad hoc programs that are going on in communities."

To Coordinate Community-Based Resources

Voluntary organizations are an important community link to bring young people together with the often disjointed and uncoordinated services designed to help them. Title VII of CETA has recognized the need for such coordination by establishing Private Industry Councils to bring the leadership of local businesses into a collaborative planning effort for youth employment.

Voluntary organizations can help extend this principle in their communities, not only by their own participation, but by helping to involve school personnel, organized labor and concerned professionals, in building a family of support institutions around youth employment initiatives.

To Provide a Multiplier Effect for Youth Employment Services

The thirteen organizations affiliated with the National Collaboration for Youth have a paid staff of approximately 40,000, but there are more than 5 million volunteers on their rosters. There is evidence that the ratio of volunteers to paid staff is increasing. Thus, for each paid staff position, many more voluntary human resources are generated to address community problems. There is a "multiplier effect" working that only the private voluntary sector can provide.

Establishing linkages for collaborative efforts is the keystone of an effective national strategy for youth employment. There is a critical role for the special strengths of the private voluntary sector, in joint efforts with government, labor, education and business on behalf of our nation's youth.

The voluntary sector must make its commitment, skills and resources known on a national level and continue to demonstrate the scope and effectiveness of these programs and services. Innovative, collaborative programs are working and can continue to work. The resources are available to provide effective programs and strategies for youth employment. The task now is to strengthen and expand this united effort.



Speakers

Daniel Dunham
Deputy Commissioner
Bureau of Occupations and Adult
Education, Office of Education, HEW
Alfred P. Love
Assistant Director
AFL-CIO Human Resources
Development Institute
Edith B. Phelps
National Executive Director
Girls Clubs of America
Walter L. Smart, Chairman
The National Collaboration for Youth
Executive Director,
United Neighborhood Centers of America
William J. Spring
Associate Director for Employment
Policy, Domestic Policy Staff of The
White House
Robert Taggart, Administrator
Office of Youth Programs
U. S. Department of Labor
Hubert Tibbetts, President
Thomas J. Lipton, Inc.
Theodore Weiss, Congressman
New York City

Chairpersons, General Sessions

Robert Harlan, Executive Director
National Council, YMCA
Frances Hesselbein
National Executive Director
Girl Scouts of the USA
Sara-Alyce P. Wright, Executive
Director, National Board, YWCA of
the USA
President, The National Assembly of
National Voluntary Health & Social
Welfare Organizations

Resource Panelists

Michael Balin
Corporation for
Public/Private Ventures
Cosme Barcelo
National Council of La Raza
Milton Bins
The Council of
Great City Schools
Roland Brack
U. S. Department of Labor
Office of Youth Programs
Sally Brower
Conserva, Inc.
Maudine R. Cooper
National Urban League

Rose Mary Covington
Ralston Purina Co.
David Duke
Inner City Youth Serving Agencies
Felix Martinez
Boys Clubs of America
Howard Melton
Jefferson County Manpower
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James O'Connell
Senate Subcommittee on Employment,
Poverty & Migratory Labor
Wayne L. Owens
Education to Work Council
Calvin Scott
4-H Youth Programs
Elizabeth Thurman
Girls Club of Memphis
Etta Williams
U. S. Department of Labor
D. Susan Wisely
The Lilly Endowment Foundation

Model Program Presentations

Patricia Bengtson
Mackato YWCA
Larry Brown
National 4-H Council
Kathleen P. Brunn
Birmingham Area Council of
Camp Fire Girls
Jean Chard
YWCA of North Orange County
William Doughman
YMCA of Kingston & Ulster County
Nancy Garfield
Girl Scouts of the USA
Gary Graham
Norfolk YMCA
Patricia Howard
Girls Club of Memphis, Inc.
Thomas S. James
American Red Cross
Tom Schneider
Oakland County 4-H Youth Agent
Corretta Smiley
Future Homemakers of America
Bobbie Stevens
Greater Cleveland Neighborhood
Centers Assoc.

**GROUP — Facilitators and
Moderators**

William R. Bricker
National Director
Boys' Clubs of America
Larry Brown
National 4-H Council
Victor T. Ehre
National Executive Board
Boy Scouts of America
Walli H. Klores
Camp Fire
Michael Lenaghan
Red Cross Youth Services
Rick Miller
Boys' Clubs of America
Jo Missler
National Board, YWCA
Washington Office
Mary Frances Peters
Girl Scouts of the USA
Mildred Reel
Executive Director
Future Homemakers of America
Roberta van der Voort
National Executive Director
Camp Fire, Inc.
Charles T. Williams
President
United Neighborhood Centers of
America, Inc.

Recorders

Karen Bartz
Camp Fire Girls
Fannie Belle Burnett
Girls Clubs of America, Inc.
Skip Dockstader
National Board, YWCA of the USA
Walter M. Friedman
Boy Scouts of America
Julie Gilligan
Girl Scouts of the USA
Ronald Johnson
National Board, YMCA
Louisa Liddell
Future Homemakers of America
Linda Mathes
American Red Cross
Joel R. Soobitsky
4-H Youth Program
David Wynn
Boys' Club of America

Appendix B—Conferees

Julie W. Abrams
Girl Scouts of the USA
New York, New York

Jeanette Alfriend
Big Sisters of Philadelphia, Inc.
Philadelphia, Pennsylvania

Paget Alvis
National Association of Manufacturers
Washington, D. C.

Cheryl Anderson
American Red Cross
Prince George, Maryland

Sharon Anderson
4-H Youth Programs
Pontiac, Michigan

John D. Armstrong
American Humanics
Kansas City, Missouri

Letha Arrants
National Board, YWCA
New York, New York

Archie Avedisian
Boys' Clubs of Greater Washington
Washington, D. C.

Jeanette G. Baker
Community Girls Clubs of Winter
Haven, Fla.
Winter Haven, Fla.

Justine Robb Abdul-Baki
Berwyn Heights, Maryland

Michael Balin
Corporation for Public/Private Ventures
Philadelphia, Pennsylvania

Cosme Barcelo
National Council of La Raza
Washington, D. C.

Karen Bartz
Camp Fire
Kansas City, Missouri

Walter Beach III
New York City Metropolitan YMCA
New York, New York

Harriet H. Becker
Camp Fire
Spokane, Washington

Pat Bengtson
YWCA of Mankato
Mankato, Minnesota

Martha D. Bernstein
Girls Clubs of America, Inc.
New York, New York

Roger Bernstein
Glass Packaging Institute
Washington, D. C.

Barbara Berry
Girl Scouts USA
New York, New York

Milton Bins
The Council of Great City Schools
Washington, D. C.

Carol Bloomgren
Camp Fire
Minneapolis, Minnesota

Stephen Boochever
National Association of Counties
Washington, D. C.

Susan Bowers
American Red Cross
Washington, D. C.

Candy C. Bowman
Western Maryland Consortium
Hagerstown, Maryland

B. Joyce Nelson-Bowne
Boys' Clubs of America
New York, New York

Elizabeth Boyd
National Board, YWCA
New York, New York

Roland Brack
U. S. Department of Labor
Washington, D. C.

William R. Bricker
Boys' Club of America
New York, New York

Jane F. Bristol
National Board, YWCA's
Washington Office
Washington, D. C.

Sally Brower
Conserva, Inc.
Raleigh, North Carolina

Larry Brown
National 4-H Council
Washington, D. C.

Kathleen P. Bruhn
Birmingham Council of Camp Fire
Birmingham, Alabama

Jim Buehrer
Vice President's Task Force
Washington, D. C.

Fannie Belle Burnett
Girls' Clubs of America
New York, New York

Frances Camp
Birmingham Council of Camp Fire
Birmingham, Alabama

Myrta Cardona
Cossmho
Washington, D. C.

Al Carillo
American Red Cross
Washington, D. C.

Thomas G. Carrol
National Institute of Education
Washington, D. C.

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YWCA of North Orange County
Fullerton, California

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Ronald J. Coman
Montgomery Ward & Co.
Chicago, Illinois

Maudine R. Cooper
National Urban League
Washington, D. C.

RoseMary Covington
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Twila Crawford
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Thea R. Crouch
Reader's Digest
Pleasantville, New York

Teri Dansby
National Urban Coalition
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4-H — Sea Ext
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Woodbridge, Virginia

Susan Davis
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Baltimore, Maryland

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Washington, D.C.

Nancy DeLeonibus
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Reston, Virginia

Skip Dockstader
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William Doughman
Kingston & Ulster County YMCA
Kingston, New York

James Duffy
Boys' Club of Western Penn
Pittsburgh, Pennsylvania

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Inner City Youth Serving Agencies
Milwaukee, Wisconsin

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Washington, D.C.

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National Board of YMCA
New York, New York

Victor T. Ehre
Boy Scouts of America
Utica, New York

Tom Elliott
Toronto School Board
Toronto, Canada

Peter Ellis
The Kellogg Foundation
Battlecreek, Michigan

Tomas Filomeno
Puerto Rican Youth Public Policy Inst.
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Eastman Kodak Co.
Rochester, New York

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New York, New York

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Boys Club
Schenectady, New York

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Fullerton, California

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Dixwell Community House
New Haven, Connecticut

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Norfolk, Virginia

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Birmingham, Alabama

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Youth Work Inc.
Washington, D. C.

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Washington, D. C.

Silvia Lenaghan
American Red Cross
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Hospitality House, Inc.
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Future Homemakers of America
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AFL-CIO Human Resources
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Funds for the Improvement of Post
Secondary Education
Washington, D. C.

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Fairfax, Virginia

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Boys' Clubs of New York
New York, New York

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Kingman Boys & Girls Club, Inc.
Washington, D. C.

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Jefferson County Manpower
Birmingham, Alabama

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Youth Community Service
Syracuse, New York

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Stanford-Karr
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Cleveland, Ohio

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Birmingham, Alabama

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Robert F. Kennedy Memorial
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Kansas City, Missouri

Anita S. Vogel
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 Boy Scouts of America
 Newburgh, Indiana
 Dorothy Wiggleworth
 Women's Bureau, U. S. Department
 of Labor
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 Sande Willen
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 Red Cross
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 Charles T. Williams
 Schenley Distillers
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 U. S. Department of Labor
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 Mary Williamson
 Girl Scouts of Greater Philadelphia
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 Washington, D. C.
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 The Lilly Endowment Foundation
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 Mary Ann Wolfe
 Women's Bureau — U. S. Department
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 Women's Bureau — U. S. Department
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 Jane Work
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 Sara-Alyce P. Wright
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 Girls Clubs of America
 Washington, D. C.
 David F. Wynn
 Boys' Clubs of America
 New York, New York

Mary Yurkovich
 YWCA of Annapolis & Anne —
 Arundel County
 Annapolis, Maryland
 Booker Yelder
 Hospitality House, Inc.
 Washington, D. C.

American Red Cross Youth Services

Project New Pride, Inc.
Denver, Colorado

Number Served: 800

Cost: \$1,670,000

Duration: 1973–1976

Source of Funds: State of Colorado; LEAA

Major Features:

The youth participants are referred by city juvenile justice agencies as a part of their diversion program. All youth are screened prior to developing an individualized employment strategy. A variety of alternatives are offered based on identified needs. Typically, a new client will receive three months of intensive academic or learning disability therapy before a job placement is made. Training is provided on punctuality, dress, quality of work and other information necessary to obtain and retain a job. Employment opportunities include direct 90-day subsidized placement with private sector employers, on-the-job training with public or private sector employers, or placement in a construction program operated by Central Denver Youth Diversion. The construction program is designed to teach clients carpentry, plumbing, roofing, dry-walling, electrical, and other construction related skills, under the supervision of Union professionals.

Results:

The majority (70%) of clients are employed during their participation in the program and 80% are not rearrested when employed.

Improvements in academic abilities of one to two years have been noted as well as remediation/compensation for specific learning disabilities.

Although 80% of clients are dropouts or chronic truants at entry into the program, 70% return to the Denver Public Schools after program completion.

Linkages:

Denver Employment and Training Administration

Organized Labor

Denver Juvenile Justice Agencies

Additional Information:

Thomas S. James
Project New Pride, Inc./Central Denver Youth Diversion
1437 High Street
Denver, Colorado 80218

Chicago Boys' Clubs

Graphic Arts Project
Chicago, Illinois

Number Served: 178

Annual Cost: \$134,389

Duration: October 1967 ongoing

Source of Funds: City of Chicago Dept. of Human Services

Board of Managers' Fundraising Corporations

Major Features:

Unique combination of public support (i.e. federal funds through Chicago's Dept. of Human Services), private agency expertise and expertise of the graphic arts industry represented on the Board of Managers of the project. Project combines skills training, career and personal guidance and counseling, job placement help and follow-up. Training is informal, "learn-by-doing," intensive and short-term, allowing unemployed young people to get a job quickly in a field with abundant opportunities for advancement.

Major Goals:

to provide basic occupational skills

to provide 192 hours' training for 50 persons a year in automated copy systems

to provide job placement for a minimum of 60% of those who satisfactorily complete both programs

to provide vocational and personal counseling and referrals for trainees who require additional help

Results:

over 1,000 young people have successfully completed program

about 70% obtained jobs and are still employed in the industry

many have become shop supervisors and managers, and several have started their own businesses

Linkages:

community services centers

graphic arts industry and unions

public and voluntary social agencies

Additional Information:

Randy Peck, Project Director
Chicago Boys' Clubs
Graphic Arts Project
901 W. Montrose Avenue
Chicago, Illinois 60613

Birmingham Area Council of Camp Fire Girls

Career Education
Birmingham, Alabama

Number Served: 3,000

Annual Cost: \$13,800

Duration: 9/77 to 5/78

Source of Funds: CFG, CETA

Major Features:

Career education program has three major components — self awareness, career awareness and job awareness — delivered through a variety of techniques to suit the needs of students in both inner city and suburban high schools. One technique — a career planning survey — helps participant pinpoint potential careers by matching interests and abilities. Field trips designed to further expose the students to job and career opportunities, are included in the program.

Major Goals:

to ease transition from school to adult life

assist students in making career decisions and in setting up career and educational plans compatible with those decisions

to expand educational opportunities by using community resources

to broaden school curriculum to meet individual needs

Results:

anticipate 5,000 students involved in

1978–79 school year

program welcomed into more high schools

Linkages:

school administration

Additional Information:

Kathleen P. Bruhn
Birmingham Area Council of Camp Fire Girls
3600 Eighth Avenue South
Birmingham, Alabama 35222

4-H Programs**Oakland County Pre-Employment Training
Pontiac, Michigan****Number Served:** 30**Annual Cost:** \$34,800**Duration:** 15 months**Source of Funds:** CETA; Oakland County; Manufacturers' Natl. Bank**Major Features:**

This is a cooperative effort, involving the Department of Labor, and the business community. Thirty disadvantaged older youth aged 18-21 were employed as 4-H program organizers in their communities for 30 hours per week. They provided 4-H activities for small groups of children from their neighborhoods. As a part of their job commitment, they attended a series of workshops in money management and employability skills training. The Manufacturers' National Bank of Detroit conducted a series of workshops designed to help the youth identify their values concerning money and learn better how their money can work for them. In addition, other firms conducted workshops on job applications, personal appearance, work attitudes, entry level jobs and job interview skills.

Major Goals:

Furnish positive work experience for high risk group

Provide life-skills training

Help develop basic money management skills

Develop employability skills

Results:

several project youth obtained work
4-H clubs begun by the program continued to function after program termination so that it has continued to function as a pre-employment training program
plan to develop a year-round program for disadvantaged youth

Linkages:

Business community
Michigan Employment Security Commission

Additional Information:

Tom Schneider
Oakland County 4-H Youth Agent
North Office Building
1200 North Telegraph Road
Pontiac, Michigan 48053

4-H Youth Programs**Students Incorporated
Las Cruces, New Mexico****Number Served:** 1,060**Cost:** \$68,875**Duration:** 1973-1976**Source of Funds:** 4-H Special Fund, Dona Ana County**Major Features:**

Students Incorporated was formed in 1968 and progressed yearly from a volunteer operation to a three-year grant in 1973 that provided staff and enabled expansion.

Students Incorporated is a private not for profit corporation designed to employ youth ages 14 and above, in odd jobs such as lawn care, baby sitting, car wash, etc. The youth are covered by Workmen's Compensation and liability insurances. Jobs are secured by Students Incorporated and youth participate in a job preparation program prior to work assignments. The youth contribute 10% of their earnings to Students Incorporated to help pay for administrative and other overhead costs. Time sheets are maintained and contain a performance evaluation which allows staff to counsel youth workers on a regular basis. Once a work record has been developed Students Incorporated may be used as a reference when applying for other jobs.

Major Goals:

Acquire work experience and an employment record

Gain experience in business management

Results:

Over 1,000 youth have been employed, gaining work experience and over \$250,000 in wages.

Linkages:

Community Leadership

Additional Information:

Larry Brown
National 4-H Council
7100 Connecticut Avenue, N.W.
Washington, D.C. 20015

Future Homemakers of America**Student-Run Modeling Company
Washington, D.C.****Number Served:** 40**Annual Cost:** \$12,000**Duration:** School Year**Source of Funds:** Local Fund Raising**Major Features:**

High school students, ages 16-17, study history of fashion, garment chic, accessory selection, color and design, fashion scripting and stage management. Modeling is treated as a form of communication and the school psychologist works with the students on body language, building visual and physical poise. Diet, nutrition and exercise are also part of the training. Students discuss the free enterprise system and put into practice the marketing and public relations skills they learn in class. They model for community, civic, religious, social and business groups.

Major Goals:

To assist inner-city youth in improvement of self concept and self expression to increase employability;

To orient youth to job opportunities in the community utilizing expertise of community leaders;

To provide a positive image of the school in the community;

To involve family member support of youth in the school and community.

Results:

Youth who are "graduates" of the Program:

are employed by modeling agencies in the District of Columbia

have formed their own companies

six students have enrolled in fashion institutes

seven students involved in fashion show production in metropolitan area

nine students have been certified in basic fashion modeling

Linkages:

Board of Education
Community Leaders

Additional Information:

Louisa Liddell
Associate Director
Future Homemakers of America
2010 Massachusetts Avenue, N.W.
Washington, D.C. 20036

Girls Clubs

JIFFY (Jobs in The Future for You) Memphis, Tenn.

Number Served: Approx. 200 annually

Annual Cost: \$16,000

Duration: since 1970

Source of Funds: Community Action
Agcy.; Girls Clubs

Major Features:

In groups of 20-25, young women, ages 15-19 years participate in a six-week session that includes job preparation, communications skills, budgeting, grooming, and job interview role playing. An added 45 hours provides a job practicum assignment. Participants are tested at the start and close of the program to measure program effectiveness. Assistance in securing financial aid, through Educational Talent Search counselors, is provided to those participants desiring further education.

Major Goals:

To assist minority, low-income 15-19 year-old girls to become employable

To supplement skills training of classroom by introducing the participants to world of work

To provide support system of counseling and referral to prevent drop-outs.

To provide job training experience and build work references

Results:

Over 1,500 participants since 1970.

Follow-up studies at two year intervals indicates 85% of participants who complete program have continued to make satisfactory progress in work and/or educational accomplishments

JIFFY program model and techniques adopted by CETA and several agencies for replication elsewhere

Linkages:

State Department of Employment Security employers

CETA

schools and social agencies

mental health and social service centers

Additional Information:

Fannie Belle Burnett, Director of Program Development

Girls Clubs of America, Inc.

205 Lexington Avenue

New York, N.Y. 10016

Girl Scouts of The USA

From Dreams to Reality New York, New York

Number Served: 275,000

Annual cost: \$283,599

Duration: 10/78 to 9/79

Sources of Funds: HEW; GSUSA

Major Features:

The From Dreams to Reality Career Awareness/Exploration program is for girls from 12 to 17 years of age and offers a non-sex-stereotyped approach to career alternatives.

Through the use of a package of materials, Adventures in Careers, a book of activities; a deck of Career Cards featuring female role models in a broad spectrum of careers; and the From Dreams to Reality Leaders Guide and Council Guide, at a total cost of \$6.25, each girl can engage in individual career exploration and contract for paid and unpaid internships.

The materials to support the program assist the youth and adults of any organization to implement the program. Included are activities for career awareness, exploration and career experiences through speakers, work site visits and actual work.

Major Goals:

To communicate non-sex-stereotyped career education philosophy, methodology and program activities to all 344 Girl Scout Councils and to educational, professional, community and women's organizations — to encourage girls to examine their career-related values, interests, and abilities; explore a wide variety of careers; consider career possibilities for themselves; strengthen their self-confidence; learn problem-solving and decision-making skills; develop positive attitudes toward career choices for women; and explore careers in their community.

Results:

The success of this project stems from its simplicity, its low cost materials and the universality of its adaptive properties for many diverse population groups and organizations.

Linkages:

Schools

Community agencies

Business/labor/industrial community

Additional Information:

Nancy Garfield, Career Education Project Director, Girl Scouts of the U.S.A.

830 Third Avenue

New York, New York 10022 (212) 940-7514

United Neighborhood Centers of America

Housing Repair and Training Cleveland, Ohio

Number Served: 24 at a time

Cost: \$89,000

Duration: 5/78-4/79

Source of Funds: CETA — YEDPA — YCCIP

Major Features:

Youth between 16 and 19 years of age are provided with an eight-week training program to prepare for work assignments in housing repair. Before acceptance in the training program, conducted by craftsmen, the participants are certified as eligible by the Ohio Bureau of Employment Services. Teams of workers, including a youth crew chief, work under a skilled craftsman in the repair of the houses of eligible elderly, disabled or single parent homeowners. Salaries account for 65% of the funds received.

Major Goals:

To train twenty four, out-of-school, unemployed youth between the ages of 16 and 19 in skills for home repairs.

Repair 50 housing units of eligible homeowners

Results:

Thirty-five houses have been repaired

Twenty-three youth have been trained

Seven youth are employed

Three youth have returned to high school

Linkages:

Craft Unions

Ohio Bureau of Employment Services

Manpower Supportive Services Program

Additional Information:

Ms. Bobbie Stephens

Greater Cleveland Neighborhood

Centers Association

1001 Huron Road

Cleveland, Ohio 44115

YMCA**Youth Work Experience Program
Kingston, N.Y.****Number Served:** 10**Annual Cost:** \$299,689**Duration:** One Year**Source of Funds:** CETA Title I**Major Features:**

Provides 1,000 hours work experience for school dropouts

Provides 4-week job search assistance at end of work experience

Provides 10 hours work experience per week for high school students

Major Goals:

To develop occupational skills and good work habits, and to enhance employability

For in-school youth:
maintain school enrollment
encourage post-secondary education or placement in regular, unsubsidized employment

For out-of-school youth:
return to school
vocational education enrollment or other training program
attainment of high school diploma
placement in regular, unsubsidized employment

Results:**Out-of-School Results:**

- 4% enrolled in school full time
- 13% attended general equivalency diploma classes
- 24% in regular, unsubsidized employment with YWEP staff assistance.

With YWEP staff assistance:

- 13% found jobs on their own

In-school results:

- 97% of enrollees remained in school
- 85% of the graduating seniors enrolled in post-secondary education

Linkages:

schools
social agencies
local employment service
probation department

Additional Information:

Mr. Robert Stubbs
YMCA of Kingston and Ulster County
507 Broadway
Kingston, New York 12401

YMCA**Youth Employment Training Program
Norfolk, Virginia****Number Served:** 120**Cost:** \$285,000**Duration:** 10/78-9/79**Source of Funds:** CETA - YEPT**Major Features:**

The program concentrates on school youth between 14 and 19 years of age. Participants are organized into Community Improvement Teams of ten persons each. Youth participate in the identification of appropriate community projects and in planning the work to carry out the project preparatory to assuming the part-time employment. In addition to the 20 hours per week as a project employee, the youth participate in sessions to develop personal growth and leadership skills. An important aspect of YETP is a youth advocacy program. A training program in communication skills is offered during the fourth month to enable youth to address citizen groups, individuals and employers about YETP.

Major Goals:

- To strengthen self images
- Ease the transition from school to work
- Increase employability
- Encourage continued school attendance
- Increase the involvement of employers in youth employment opportunities

Results:

- 50% of the participants secured unsubsidized employment after completion
- All of the youth remained in school

Linkages:

Business Community
United Way Youth Consortium
School Administration

Additional Information:

Joan Schwurzkopf
Norfolk YMCA
312 W. Bute Street
Norfolk, VA 23510

YWCA**Career Awareness Program
Mankato, Minnesota****Number Served:** 400 annually**Annual cost:** \$2,886**Duration:** 1975 to present**Source of Funds:** YWCA**Major Features:**

In cooperation with the University of Mankato, university student interns and YWCA volunteers and staff, an annual Career Awareness Fair is planned and executed for female high school sophomores. The Fair includes workshops conducted by women from diverse professions who serve as Career Consultants. During the year individual and group follow-up sessions are held on specific areas of interest. Professionals in the specific career areas are recruited as volunteer career consultants.

Major Goals:

- to encourage career exploration among teenage girls
- to increase awareness of nontraditional roles of women in employment
- to identify and train professional women in the community to serve as role models and career consultants
- to provide career counseling on individual or group basis

Results:

- more intensive career planning by high school girls
- strengthened community relations

Linkages:

High schools of Mankato
University of Mankato
community and professional groups/organizations

Additional Information:

Patricia Bengtson
603 South Second Street
Mankato, Minnesota 56001

YWCA

Youth Employment Service (YES) Fullerton, California

Number Served: 2,000/yr.

Cost: \$20,449

Duration: Ongoing since 1968

Source of Funds: United Way
Contributions

Major Features

The Fullerton Youth Employment Service (YES) is in its eleventh year of operation. Until four years ago, YES was operated by YWCA volunteers. YES is now associated with the Employment Development Department (EDD) of the State of California which offers the benefit of a part-time state employee placed at the YES office and the State Employment Job Bank machines.

Youth between 14 and 22 years are aided in securing full and part time jobs, which are obtained through free weekly newspaper ads; radio and television spots; community contacts and the Employment Development Department of California.

Before referral, students are interviewed and counseled in job seeking skills. A follow up is conducted on job referrals and acceptances and a record is maintained on job performance. Periodic workshops are held to assist applicants in improving job performance.

Major Goals:

- to aid Teenagers, ages 14-22 years, find part time or full time employment
- to help Teens obtain valuable job experience
- to encourage Teens to complete their education while working to support themselves

Results:

- over 12,000 students placed in jobs
- recognized capability of serving and placing status offenders and handicapped youth
- increasing levels of community support

Linkages:

- North Orange County Employment Department of California
- North Orange County School System
- Community leadership and volunteers

Additional Information:

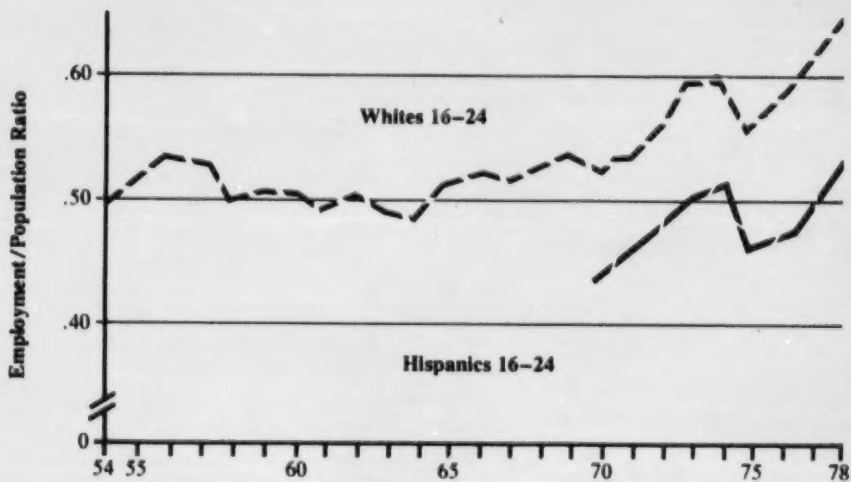
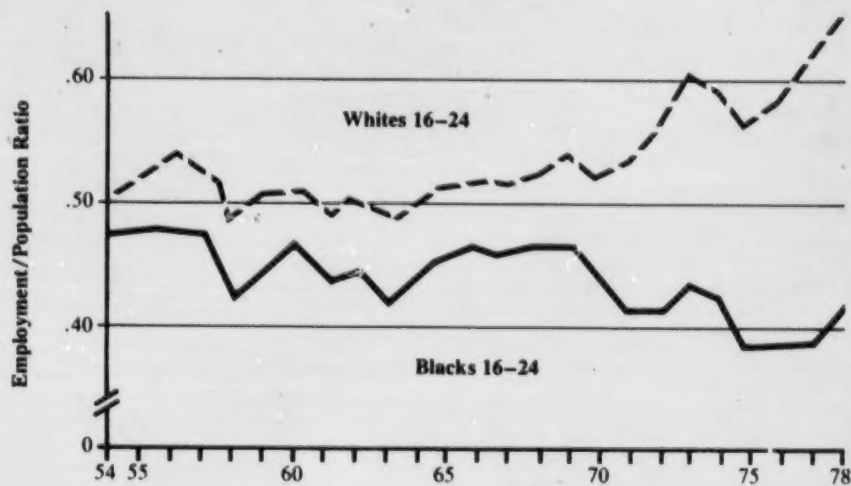
Mrs. Jane Chard
YWCA of North Orange County
321 No. Pomona Avenue
Fullerton, California 92632

Appendix D—A Statistical View of Youth Unemployment

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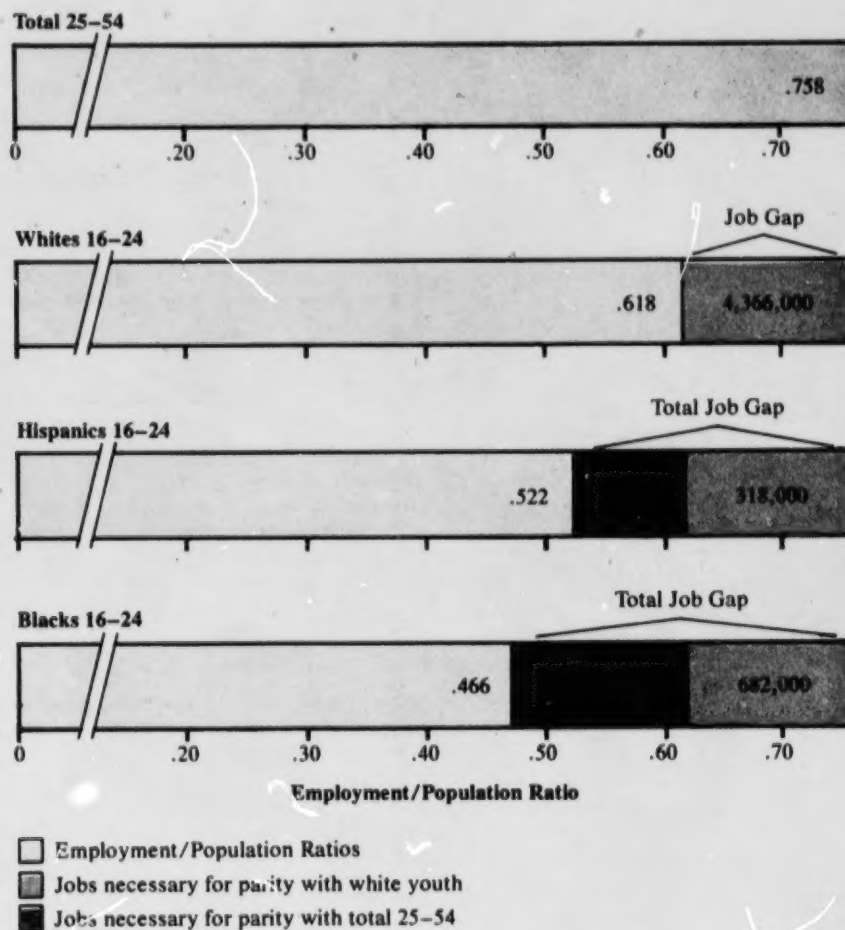
Who's Losing Ground?

Employment/Population Ratios Over 25 Years
(1954-1978)



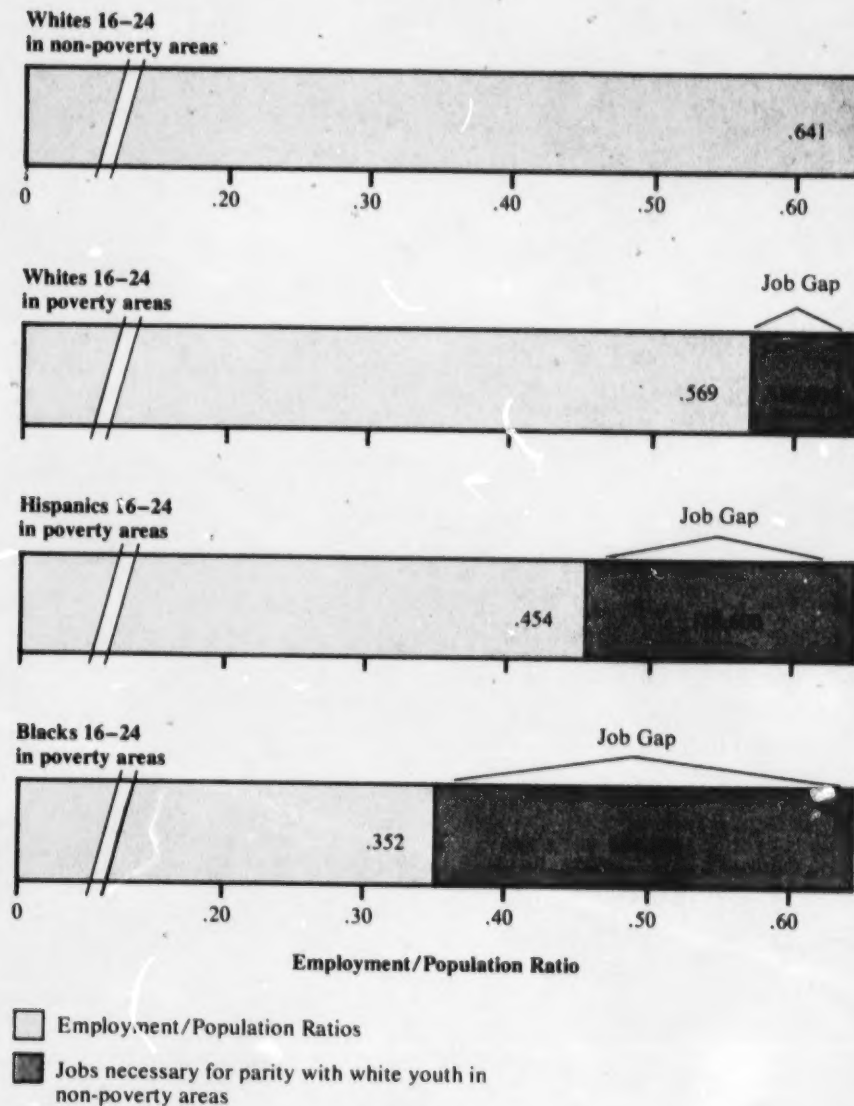
Source: Department of Labor Data

**Equalizing Opportunities:
Closing the Job Gap for Youth
1978**



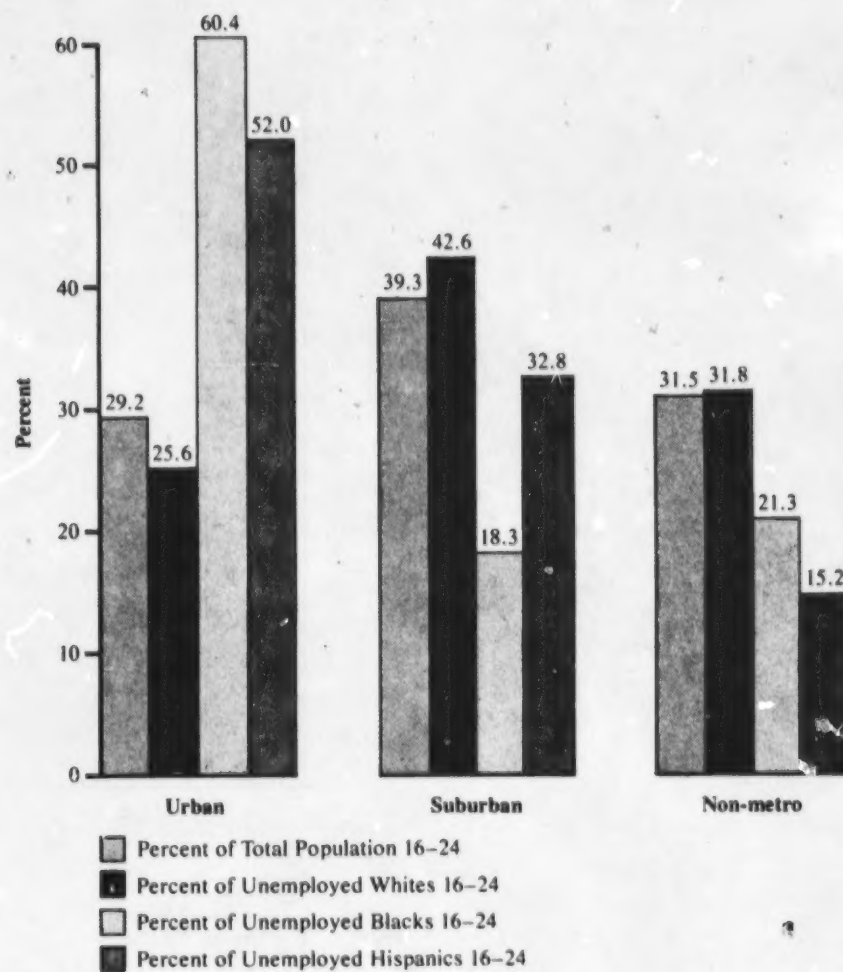
Source: Unpublished estimates from the Bureau of the Census, consistent with independent controls for current population surveys "Employment and Unemployment During 1978," Bureau of Labor Statistics

**Equalizing Opportunities:
Closing the Job Gap for Poor Youth
1978**



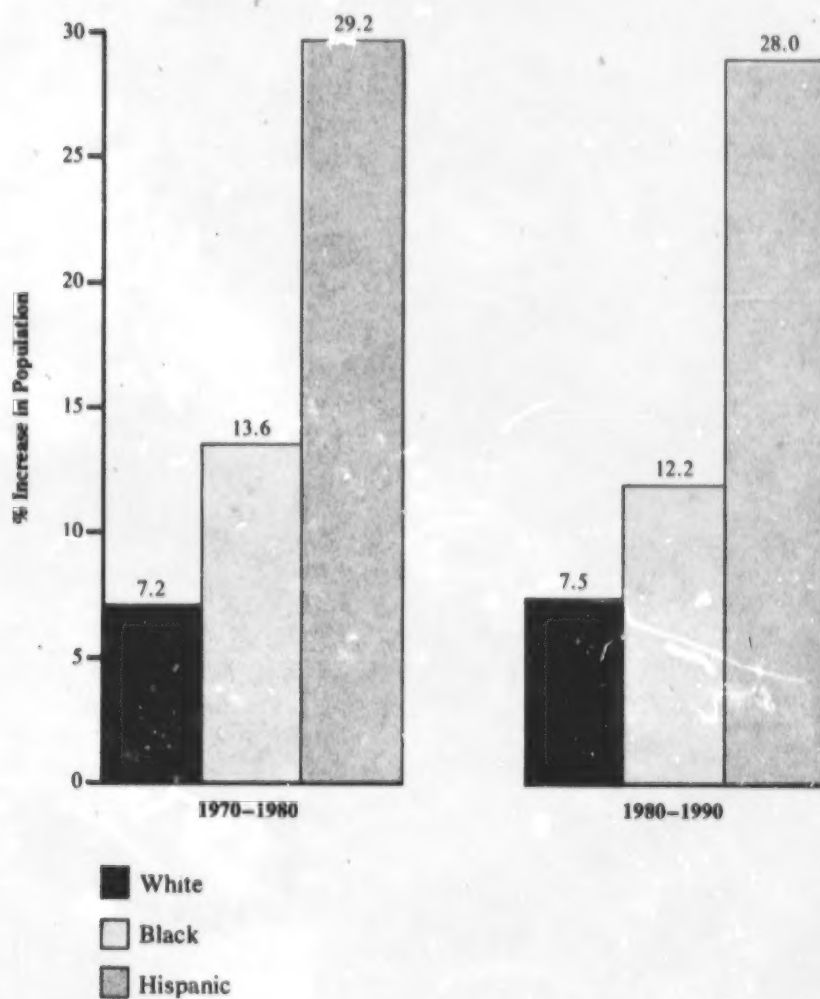
Source: Bureau of Labor Statistics, 1978 Annual Averages

Focusing on the Heart of the Problem
The Location of Youth Unemployment
 1978



Source: Bureau of Labor Statistics, 1978 Annual Averages

**The Coming Challenge:
Population Comparisons through 1990**



Source: White and black projections: "Projections of the Population of the United States 1977-2050," U. S. Bureau of the Census, 1977 Hispanic projections: Task Force projections based on U. S. Bureau of the Census data

*We are indebted to the
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their time, experience and
wisdom*

Barbara J. Oliver
Director
Voluntary Youth Serving Agencies
Demonstration Project